



**9th Annual
Alaska Power Association
2025 Utility Legal Issues Workshop**

Oct. 15-16, 2025
Aloft Anchorage
310 West 36th Avenue, Anchorage AK, 99503

**Featuring: Andy Leman and Team from
APA General Counsel
Kempel, Huffman & Ellis, P.C.**

Zoom Link: Link will be sent to registered online participants

Wednesday, October 15 – HR and Employment Issues

8:00 a.m. – 8:15 a.m. – Introductions & Welcome

8:15 a.m. – 9:30 a.m. – Employment & Labor Update Part I – Andy Leman

An update on employment and labor issues impacting Alaska utilities. We will cover legal developments, court decisions, and new employment laws of interest to the Alaska utility industry – pregnancy discrimination, gender identity, EEOC guidance, diversity, FMLA, background checks, recruiting, and more.

9:30 a.m. – 10:45 p.m. – The New Normal: Impact of Executive Orders in the Workplace – Emily Walker

While broad and far-reaching executive orders are nothing new, the new normal seems to be sweeping executive orders that may potentially upend business as usual in the workplace: EEO, gender identity, affirmative action, and federal contractor obligations, have all been impacted. This session will review where things stand, where they might go, and how to prepare your utility for the impact.

10:45 a.m. – 11:00 a.m. – Break

11:00 a.m. – 12:15 p.m. – Past Practice in Unionized Workplaces – Andy Leman

Past practice is one of the most important and most misunderstood doctrines in American labor law. This presentation will focus on how to avoid past practice claims and the factors that arbitrators look to when deciding past practice issues. Real-life examples of past practice mistakes and challenges will be reviewed.

12:15 p.m. – 1:00 p.m. – Lunch

1:00 p.m. – 1:45 p.m. – Employment & Labor Update Part II – Andy Leman

A continuation of the update on employment and labor issues including a round of “Legal or Illegal?” reviewing lawsuits of interest to utility employers.

1:45 p.m. – 2:00 p.m. – Break

2:00 p.m. – 3:45 p.m. – Ask Me Anything I / Legal Hot Topics Group Exercises I

This two-part session opens with an opportunity for participants to ask questions about anything, either publicly or anonymously, for discussion with the KH&E attorneys and their peers. In the second part of this session, participants will break into small groups with their peers and KH&E attorneys to discuss employment scenarios involving real-life examples of employment challenges in the workplace.

Thursday, October 16 – Utility & Cooperative Issues

8:00 a.m. – 8:15 a.m. – Introductions & Welcome

8:15 a.m. – 9:30 a.m. – Show Me the Money! Utility Loans and Grants – S. Lynn Erwin

Access to grants and loans has never been more important to Alaska utilities. This presentation features practical tips for working with lenders, granting agencies, your Board and legal counsel on opinion letters, loan/grant documents, and traps to watch out for in the process.

9:30 a.m. – 10:45 a.m. – Utility & Cooperative Issues Update I – Andy Leman

An update on utility and cooperative issues impacting Alaska utilities, including the latest developments on: member relations; easements; Bylaws; Board relations; tariff/Bylaw issues; and much, much more.

10:45 a.m. – 11:00 a.m. – Break

11:00 a.m. – 12:15 p.m. – Legal Considerations for Alaska Utilities Working with QFs and IPPs – Dean Thompson

The role of qualifying facilities (QFs) and Independent Power Producers (IPPs) continues to grow and expand in Alaska. This presentation will review the legal framework in Alaska for working with QFs and IPPs and provide practical advice on how to and how not to structure relationships with these alternative generation providers.

12:15 p.m. – 1:00 p.m. – Lunch

1:00 p.m. – 1:45 p.m. – Utility & Cooperative Issues Update II – Andy Leman

A continuation of the update on utility and cooperative issues including a round of “Legal or Illegal?” reviewing lawsuits of interest to utilities.

1:45 p.m. – 2:00 p.m. – Break

2:00 p.m. – 3:45 p.m. – Ask Me Anything II / Legal Hot Topics Group Exercises II

This two-part session opens with an opportunity for participants to ask questions about anything, either publicly or anonymously, for discussion with the KH&E attorneys and their peers. In the second part of this session, participants will break into small groups with their peers and KH&E attorneys to discuss utility issues scenarios involving real-life examples of challenges, including member relations, working with your Board of Directors, and tariff/Bylaw issues.

Note – Agenda subject to change without notice. Virtual attendees may not be able to fully participate in group exercises.